



**CERTIFICATED SALARY SCHEDULE (N)
FOR ADULT, FEE-BASED NURSE ASSISTANT
AND VOCATIONAL NURSE TRAINING PROGRAMS
2019-20**

PROFESSIONAL GROWTH									
LEVEL N-1 LVN*		LEVEL N-II RN** + Associate's Degree		LEVEL N-III RN** + Bachelor's Degree		LEVEL N-IV RN** + Master's Degree			
	Monthly Salary	Hourly Instructional Rate	Monthly Salary	Hourly Instructional Rate	Monthly Salary	Hourly Instructional Rate	Monthly Salary	Hourly Instructional Rate	
STAFF DEVELOPMENT	1	\$5,354	\$42.40	\$5,622	\$44.52	\$6,015	\$47.64	\$6,617	\$52.40
	2	\$5,488	\$43.46	\$5,762	\$45.63	\$6,165	\$48.83	\$6,782	\$53.71
	3	\$5,625	\$44.55	\$5,906	\$46.77	\$6,320	\$50.05	\$6,952	\$55.05
	4	\$5,766	\$45.66	\$6,054	\$47.94	\$6,478	\$51.30	\$7,125	\$56.43
	5	\$5,910	\$46.80	\$6,205	\$49.14	\$6,639	\$52.58	\$7,303	\$57.84
	6	\$6,057	\$47.97	\$6,360	\$50.37	\$6,805	\$53.90	\$7,486	\$59.29
	7	\$6,209	\$49.17	\$6,519	\$51.63	\$6,976	\$55.24	\$7,673	\$60.77
	8	\$6,364	\$50.40	\$6,682	\$52.92	\$7,150	\$56.62	\$7,865	\$62.29
	9	\$6,523	\$51.66	\$6,849	\$54.24	\$7,329	\$58.04	\$8,062	\$63.84
	10	\$6,686	\$52.95	\$7,021	\$55.60	\$7,512	\$59.49	\$8,263	\$65.44
	11	\$6,853	\$54.28	\$7,196	\$56.99	\$7,700	\$60.98	\$8,470	\$67.08
	12	\$7,025	\$55.63	\$7,376	\$58.41	\$7,892	\$62.50	\$8,681	\$68.75
	13	\$7,200	\$57.02	\$7,560	\$59.87	\$8,090	\$64.07	\$8,899	\$70.47
	14	\$7,380	\$58.45	\$7,749	\$61.37	\$8,292	\$65.67	\$9,121	\$72.23
	15	\$7,565	\$59.91	\$7,943	\$62.91	\$8,499	\$67.31	\$9,349	\$74.04
	16	\$7,754	\$61.41	\$8,142	\$64.48	\$8,712	\$68.99	\$9,583	\$75.89
<i>Shaded area is applicable only to staff employed prior to 11/14/89.</i>									

This salary schedule applies only to those instructors teaching adult, fee-based Nurse Assistant and Vocational Nurse training courses.

*Must be licensed and meet requirements as determined by the Department of Public Health and/or the Board of Vocational Nursing and Psychiatric Technicians.

**Must be licensed and meet requirements as determined by the California Board of Registered Nursing, Department of Public Health, and/or the Board of Vocational Nursing and Psychiatric Technicians.

A Full-Time employee is defined as having a regularly assigned work schedule of 30 or more hours per week. A Part-Time employee is defined as having a regularly assigned work schedule of less than 30 hours per week.

Any approved, additional hours worked per an Offer of Employment are paid at the hourly instructional rate, including the summer Offer of Employment.

Part-Time VNTP Instructors (less than 30 hours/week) are paid at the hourly instructional rate.

NATP Director stipend is \$2,000 annual paid equally over 10 months.

VNTP Director stipend is \$3,000 annual paid equally over 10 months.

Approved NATP or VNTP substitute instructors are paid at Step 1 of the appropriate qualifying column unless they are working concurrently with another NOCROP assignment at a higher rate.

The hourly non-instructional rate is set at \$35.00/hour.

Doctoral Degree Stipend = \$1,000 to \$1,200 annually (see AR 4141, 4241, 4341 below)

Longevity Stipend = 2% starting at the first month of the 14th, 19th, and 24th continuous service anniversary (see AR 4141, 4241, 4341 details below)

Administrative Regulation (AR) 4141, 4241, 4341:

LONGEVITY: The employee must be a regular full-time or part-time employee of the ROP. Service years credited toward the longevity stipend must be continuous for an employee to receive the longevity stipend. Substitute employees, temporary employees, student workers, and career guidance specialists do not qualify for the ROP longevity stipend. Employees who have resigned from the ROP and then returned to work later may not combine total years of service to establish eligibility since the resignation date constitutes a break in service and results in a new start date for calculating total years served. A two percent stipend will start the first month after the employee's 14th, 19th, and 24th continuous service anniversary. The percentage will be computed on the employee's base monthly salary and/or hourly rate(s) of pay. Additional stipends will not be included for the calculation of the longevity stipend. For certificated and ten-month classified employees, the longevity stipend will be calculated for the regular school year and for summer assignments.

DOCTORATE: An annual stipend will be awarded for an earned doctoral degree from an accredited university. The stipend is \$1,200 per year for the twelve-month employees and \$1,000 for ten-month employees. The stipend for part-time employees will be a percentage per year of the full stipend. The percentage for part-time certificated employees will be calculated on the actual weekly hours divided by thirty hours per week. The percentage for part-time classified employees will be calculated on the actual weekly hours divided by forty hours per week.



CERTIFICATED SALARY SCHEDULE (N) FOR ADULT, FEE-BASED NURSE ASSISTANT AND VOCATIONAL NURSE TRAINING PROGRAMS DEFINITIONS

BASE SALARY COMPUTATION OF DUTY AND PREPARATION TIME

Monthly salaries on the Certificated Salary Schedule (N) for Adult, Fee-Based Nurse Assistant and Vocational Nurse Training Programs is based upon an eight-hour day, forty-hour workweek. For full-time certificated employees, this shall consist of six (6) hours per day of student contact time and two (2) hours per day of (accounted for) preparation time. For part-time certificated employees or additional duty assignments, the salary schedule is based upon twenty minutes of accounted for preparation time for each one (1) hour of student contact.

INITIAL PLACEMENT ON CERTIFICATED SALARY SCHEDULE (N)

Professional Growth Level: A new adult, fee-based Nurse Assistant or Vocational Nurse Training Program certificated employee will be placed on the Professional Growth Level appropriate to the verified education and licensure. Any degree used for salary placement must be in a field directly related to the certificated assignment. Official professional development level placement will not be finalized until satisfactory proof (such as transcripts, letters verifying experience, etc.) have been received. This formal documentation must be provided within six (6) weeks of employment or the professional growth level will be adjusted to the level that matches official documentation received.

Requirements for occupational work experience as detailed above must be verified in writing in the same manner as for the credential application. All occupational work experience is subject to review and evaluation before credit can be granted. The equivalent of one year of full time occupational work experience is 1,000 hours. Hours less than 1,000 will be pro-rated by this formula.

Staff Development Step: A new certificated employee will be placed on the Staff Development Step 1 on the appropriate Professional Growth Level. Additional steps shall be granted for teaching experience at an accredited institution. A maximum of five (5) years credit shall be granted at the time of initial employment for teaching experience at an accredited institution.

ADVANCEMENT ON THE CERTIFICATED SALARY SCHEDULE (N)

The purpose of Professional Growth and Staff Development is to prepare the certificated employee to be a highly effective career technical education educator and to improve student achievement. Both offer certificated employees the ability to earn advancement on the Certificated Salary Schedule (N) and require the creation, submission, and approval of individual plans prior to the participation or completion of any activity to be used for such pursuit.

Level Advancement = PROFESSIONAL GROWTH

In order to progress horizontally *by level* on the Certificated Salary Schedule (N) for Adult, Fee-Based Nurse Assistant and Vocational Nurse Training, the certificated employee must provide evidence of the completion of the degree and/or license required for that Level. Completion must be verified by submission of official transcripts verifying conferral of degree and/or licensure by the state licensing agency, which was previously approved by the Professional Growth Committee after initial employment. See the *Certificated Professional Growth Manual* for details.

Step Advancement = STAFF DEVELOPMENT

In order to progress vertically *by step* on the Certificated Salary Schedule (N) for Adult, Fee-Based Nurse Assistant and Vocational Nurse Training, the certificated employee must have a satisfactory or better performance evaluation and evidence of the completion of a minimum of twenty (20) hours of Staff Development activities which were previously approved by the immediate supervisor and are not applicable to Professional Growth units. Staff Development activities must promote growth and knowledge specifically identified for the certificated employee and be completed on non-duty time. Credit will not be given for activities of a repetitious nature during subsequent school years. Only one vertical step will be allowed each September for certificated employees.

COMPENSATION FOR SUMMER SESSION AND/OR APPROVED ADDITIONAL DUTY HOURS

Compensation for scheduled summer session instruction and/or approved additional duty hours will be at the certificated employee's respective instructional hourly rate as listed on the Certificated Salary Schedule (N) for Adult, Fee-Based Nurse Assistant and Vocational Nurse Training.

REQUIREMENT TO ACQUIRE AND MAINTAIN A VALID CREDENTIAL

As a condition of employment, you must possess and maintain a valid California teaching credential authorizing the services which you are assigned as well as complete all federal, state, and program required trainings before the given deadline. This anticipated length of employment, however, is not to be construed as a promise or guarantee of employment of any kind. The North Orange County Regional Occupational Program may dismiss you at any time within its discretion. Your assigned instructional hours may be reduced. You may be reassigned or terminated from this position as a result of one or more of the conditions: inadequate or reduced funding; unsatisfactory performance; failure to adhere to policies, procedures, and regulations; or unsatisfactory student enrollment or attendance. **Service as an ROP teacher is considered temporary service, and is not counted for attainment of permanent status, pursuant to Education Code section 44910.**